



STATE OF WASHINGTON
PUBLIC EMPLOYMENT RELATIONS COMMISSION

CATHLEEN CALLAHAN, Executive Director

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MINUTES

July 10, 2007

The regular meeting of the Public Employment Relations Commission was held at 10:00 a.m. in the Large Conference Room of the Commission's Olympia office, 112 Henry Street NE, Suite 300, Olympia, Washington. Those present and participating were:

Marilyn Glenn Sayan, Chairperson
Pamela G. Bradburn, Commissioner
Douglas G. Mooney, Commissioner
Cathleen Callahan, Executive Director
Majel C. Boudia, Confidential Secretary
Dario de la Rosa, General Counsel
Kenneth J. Latsch, Operations Manager
David I. Gedrose, Compliance Officer

Also present and participating:

Leslie Liddle, Washington Public Employees Association
Glenn Frye, OFM Labor Relations office
Gladys V. Burbank, Washington Federation of State Employees

MINUTES OF PREVIOUS MEETING

The minutes of the meeting held on June 12, 2007, were approved as submitted.

REPORT OF THE EXECUTIVE DIRECTOR

1. The traditional statistics were reviewed. Case filings increased in June, with 57 cases filed. There were 111 cases closed during the month, which is probably a record number of closures. When compared with the months of May and June, open case aging statistics were considerably improved.

Ms. Callahan noted how proud she is of staff and their efforts. She noted that we may have finally turned the corner on the timeliness issue. Special thanks were extended to

David Gedrose for eliminating the backlog of cases. He is issuing preliminary ruling letters now within days of the cases being filed. Mr. Gedrose has taken over assignment of all cases as well.

2. The Red List (cases ready for decision more than 90 days) and Yellow List (cases ready for decision 45 to 89 days) were reviewed. Both lists reflect considerable improvement and several decisions will be issued soon.
3. Representation cases are moving quickly. When necessary, Representation Coordinator Sally Iverson is scheduling cases for hearing within 30 days during the investigation conference telephone call with the parties. Clientele is reacting favorably to this process.
4. Executive Director Callahan extended her thanks to clientele who recently conveyed their appreciation to staff:
 - Karyl Elinski received an e-mail from Alan Spence, Seattle Community College, thanking her for her "steadfast resolve" in assisting the parties in mediation. The Board of Trustees has approved the contract.
 - Katrina Boedecker received a telephone message from Brian Harrison at Pacific County, thanking her for assistance in mediation with both commissioned and non-commissioned contracts.
 - Eric Nordlof commended J. Martin Smith for his "adroit" mediation skills in settling an unfair labor practice in Toppenish School District.
5. Field Services Manager Walter Stuteville is arranging writing training with Susan McClosky for the fall of this year. This training will consist of a one-day overview for all LRAM staff and a second day for staff who need or request special attention with their writing.
6. The Field Services Managers are also preparing training for unit clarification and representation case hearings and for unfair labor practice hearings. This training will follow the legal writing sessions. Ms. Callahan conveyed her thanks to Mark Downing, Martha Nicoloff and Walter Stuteville for taking on this event.
7. A staff committee has been working on a training plan for over two years. The Executive Director has met with the committee twice and they have developed a plan that will be presented to the entire staff. The plan is designed to provide the staff with information concerning relevant training and to provide an equal opportunity for all to access training.

8. The Performance Development Plan (PDP) is back on track, and will be a major commitment for the management team. The management team is planning a two-day retreat in August, with three LRAMs assisting in the project: Sally Carpenter, Terry Wilson, and Claire Nickleberry. Their first assignment will be to define excellence.
9. The new website should be done in July. The new design is polished, professional, and friendlier to use. Clientele should like it. We have also received good feedback on the changes that have been made to the present website. The Director's Corner contains Cathy's message to the clientele and the current "issue" includes a picture of Starr Knutson standing in front of a new sign at the unveiling of the new logo.
10. Recruitment has begun for three LRAM positions. Sixteen of the applicants who made the first cut will be taking a four-hour written exam beginning tomorrow and continuing through July 18th. Those who are successful on the written exam will be interviewed at the end of the month and the first few days of August. The interview team is very pleased with the caliber of the applicants.
11. A remodeling committee consisting of Dario de la Rosa, Jim Lohr, Ken Latsch, Marty Smith, and Sally Carpenter, met and concluded in one hour with a plan that includes offices for all staff, including those about to be hired.
12. Ms. Callahan announced that her "Outreach" program to clientele continues. She and Ken Latsch met with the Washington Federation of State Employees, they have an appointment scheduled with the Washington Public Employees Association, and Ms. Callahan has met with Steve McLain to get input on the content of the conference we hope to sponsor in the fall for our State clientele. She indicated they will be meeting with more clientele groups for ideas and input, and that they may be contacting the Commission for some participation once they have an outline of the program. Ken Latsch is the contact person for the conference, and she thanked him for his efforts.

Executive Director Callahan noted that she has met with legal staff members at the Washington Education Association and they have invited her to participate in an outreach session with their staff at the end of November. They have also offered to keep this agency advised of any potential disputes,

13. The Commission reviewed an application from Elizabeth Ford for the Dispute Resolution Panel. Panel Coordinator Majel Boudia indicated that all of the required information was submitted

with the application. Following review of the documents, the Commission unanimously approved the application.

14. Commissioner Mooney asked if staff share their training experiences with other staff. Yes, they do. The Commission asked how training will fit into the agency. It makes more sense, and is more cost effective, to bring training in rather than sending staff out of the office for training.
15. Commissioner Bradburn commended the management team for including staff in the PDP process.

RULES REVIEW

Dario de la Rosa announced that the agency will be revisiting existing rules and adding a new rule, with adoption by the end of this year. Baseline rules were distributed to the Commission for review.

The Commission discussed the need for an emergency rule regarding the Adult Family Home Care Providers. The Commission adopted an emergency rule adding a new section to Chapter 391-25 WAC for elections conducted under Laws of 2007, chapter 184, which grants adult family home providers collective bargaining rights. The emergency rule clarifies the description of bargaining unit adopted by the Legislature and waives certain election procedures that the Commission normally requires in a typical representation election, including the posting of the investigation statement and election notices in the employer's workplace. The emergency rule takes effect on July 23, 2007. The full text of the rule will be placed on the agency website.

COMPLIANCE DOCKET

David Gedrose reviewed the Compliance Docket and reported the following:

Snohomish County, Case 19975-U-05-5070. Compliance was tendered by the employer on June 14, 2007, and the union has accepted its tender. Mr. Gedrose recommended acceptance of compliance in the matter, and the Commission unanimously agreed. The case will now be closed.

All other cases will be held over until the August meeting. Chairperson Sayan thanked David for his efforts in monitoring the compliance docket.

COURT DOCKET

There was nothing to report on the court docket.

COMMISSION DOCKET

The Commission docket was reviewed in detail, and the status of each case was discussed.

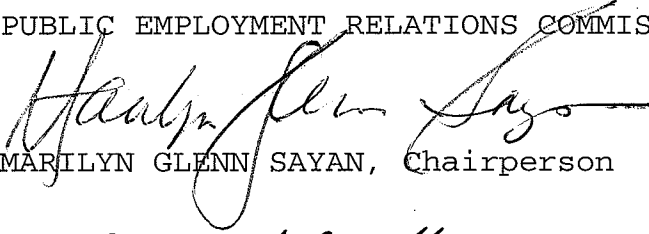
OTHER BUSINESS


There was no other business to report to the Commission.

ADJOURNMENT

There being nothing further to come before the Commission, the meeting was then adjourned.


PUBLIC EMPLOYMENT RELATIONS COMMISSION


MARILYN GLENN SAYAN, Chairperson


PAMELA G. BRADBURN, Commissioner


DOUGLAS G. MOONEY, Commissioner

ATTEST:


CATHLEEN CALLAHAN
Executive Director